

Apleona HSG Facility Management UK strongly supports the principles of equality and diversity in the workplace, and our commitment to gender balance forms just one part of our continued aspiration for an inclusive workplace.

Our gender balance is 42% women compared to 58% men, with 66% of our female colleagues working part-time. Typically, we do have more men in senior positions than female and people in more senior positions are more likely than not to receive the highest pay. As a service orientated business, we found that either gender can be over represented in specific roles. Those areas which are traditionally male dominated, such as engineering and security, had only 10% of women, yet 60% of our female population were employed in a cleaning operative position.

As part of our Diversity & Inclusion Plan, it is our aim to attract more females into those traditionally male dominated roles and continue to support their ongoing development. We are committed to equality of opportunity and all employees, regardless of gender, are encouraged to develop and maximise their potential through our bespoke Talent and Management Programmes.

Historically, Apleona had no females on the board of directors. In order to redress this balance, within the last six months two females have been appointed, now representing 28% of our Executive Management Team. In addition, one of these newly appointed Board members will be intrinsic in leading and strengthening our commitment to an inclusive culture.



James Thoden van Velzen,
Apleona UK & Ireland CEO



Jane Podmore,
Apleona HR Director (UK & Ireland)



The primary cause of the gender pay gap within Apleona HSG Limited is the grouping of employees often inherited under a TUPE situation. However, every six months we commit to audit existing pay and reward mechanisms for all employees, analysing and identifying any other cause of significant gender variations. During 2018, we will be looking at how we reward people with an improved job-grading framework and bonus schemes.

Hourly Pay

11.55%	10.9%
LOWER (mean)	LOWER (median)

Women's Bonus Pay Is

61.70%	167.5%
LOWER (mean)	LOWER (median)

In Receipt Of Bonus

3.23%	3.94%
MEN	WOMEN

Pay Quartiles

Top Quartile

70.66%	29.34%
MEN	WOMEN

Upper Middle Quartile

61.69%	38.31%
MEN	WOMEN

Lower Middle Quartile

56.54%	43.46%
MEN	WOMEN

Lower Quartile

47.15%	52.85%
MEN	WOMEN